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. . . . The 194th meeting of the CIA RETIREMENT BOARD convened at 2:00 p.m. on Thursday, 7 December 1972, with the following present:

25X1A

Mr. Harry B. Fisher, Chairman
[REDACTED], DDP Alternate Member
[REDACTED], DDI Member
[REDACTED], DDS&T Member
[REDACTED], DDS Member
[REDACTED], Legal Adviser
[REDACTED], Technical Adviser
[REDACTED], Executive Secretary
[REDACTED], Recording Secretary

MR. FISHER: The first item is the Minutes of the meetings of 26 October and 9 November.

. . . . These Minutes were approved

25X1A

MR. [REDACTED] retired

voluntarily -- a disability case that the Board turned down; and also

25X1A Mr. [REDACTED] - another disability case the Board turned down - has retired voluntarily.

MR. FISHER: We have seven employees here who have completed more than 15 years of Agency service and have been nominated for designation as participants in CIARDS.

. . . Motion was then passed that these seven be admitted to the CIARDS . . .

MR. FISHER: We have 42 employees who have completed more than five years of Agency service, have been nominated for designation as participants in CIARDS, and appear to meet the criteria for designation.

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25X1A

[REDACTED] Move they be designated.

. . . This motion was then passed . . .

MR. FISHER: We have [REDACTED] who 25X1A

is applying for voluntary retirement on 31 January 1973, and Richard

25X1A [REDACTED] who is applying for retirement on 6 April.

[REDACTED], do you have any other voluntary 25X1A
retirements?

MR. [REDACTED] for 25X1A

8 January; [REDACTED] for 19 January; 25X1A

25X1A and [REDACTED] for 31 January.

. . . Motion was made, seconded, and
passed that the above requests be approved . . .

MR. FISHER: Then we have one involuntary retire-
25X1A ment [REDACTED] for 30 April 1973 -- and I don't believe we can
act on his yet.

25X1A

MR. [REDACTED] He applied before we received
the information from the CSC. And we have another one - [REDACTED] 25X1A

25X1A [REDACTED] for 16 February.

MR. FISHER: Let me stop there for a second and
say that the Civil Service Commission has rescinded the voluntary/involuntary
business effective 31 December 1972.

By way of a little bit of background on it, you
probably are aware that they prepared legislation and submitted it to
Congress to have this aspect of the retirement business cranked into law.
I think it's fair to say that what we have been doing on their authority is
almost extralegal -- they had a very thin basis for it -- but nevertheless

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it was welcomed by all the agencies during these periods of the reduction in force. Well, Congress did not pass it -- and not only that, Congress gave the Commission a hard time on it. The Postal Service were particularly involved in this, and, as I understand it, people whose arms were twisted a bit to volunteer to retire, have complained; and then there were those who raised their hands but were not allowed to volunteer, and they have complained about it. And the CSC is pretty much saying: We will revoke it, and then if Congress wants to put it into operation they will enact this law.

But they seemed to act very hastily. The paper that they have issued is saying any voluntary/involuntary - or, as they put it, "resignation requested" - which is the terminology they use for this type - will not be approved if it's dated after 31 December 1972 and will be considered a resignation with no entitlement to immediate annuity.

Andy Ruddock who is the Director of the Bureau of Retirement Affairs is away on leave, and he seems to be the guy over there who has some imagination and flexibility in what he does. So we are holding off on a final decision until [REDACTED] can be in touch with him. He was in touch with his Deputy, who didn't seem to think there was too much that they could do. The main thing we're interested in and want to ask him is what about people who in good faith signed agreements that they would go sometime between now and 30 June.

Well, I'm not very hopeful, frankly --

25X1A

MR. [REDACTED] Can we move these people up to December?

MR. FISHER: Yes, that is the alternative. But I'm waiting for Ben to see Ruddock, to be sure.

[REDACTED] isn't old enough 25X1A
to go out under that arrangement.

MR. FISHER: [REDACTED] is under CIARDS and he has

25X1A

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his 25 years.

This is a little complicated because on our people under the Civil Service System we have to document it and send it over to Civil Service and it has to be legal. With our own System I feel that we should follow the same general groundrules, and yet we don't have to -- in other words, we have more freedom in what we do here. The Director has always had the authority to involuntarily terminate anybody.

I'm having trouble with this - you know, what we do about the CIA people in the CIARDS, because we really extended it to the CIARDS, and if we don't stop it pretty soon we are going to run into problems --

25X1A

MR. [REDACTED] But we did it because of a surplus, basically. That is why the Commission did it and that is why we did it.

MR. FISHER: There is little doubt in our mind with the cut coming along we can use this surplus technique for getting some of these people out -- recognizing that there is nothing to keep Joe Blow from coming to the Boss and saying - "We're going through a surplus procedure and I'd be perfectly happy if you put me in that surplus procedure." But there is a difference, normally, in how you go about it. Because you are not obligated to put anybody in this System - you, the managers, determine who is surplus. I have a feeling it won't change things much - that is, I think you tend to accept the guy who says - "I'd be perfectly happy to go out as surplus."

But I'm hung up on [REDACTED] right now, and I 25X1A don't think we should act on these until we have cleared the air a bit. There is nothing magic about 31 December for [REDACTED] - because he's 25X1A CIARDS. And just as I'm asking Andy Ruddock if we could be flexible, we could also be flexible internally with our own System and say that those who have agreed to this prior to 31 December, we will honor it.

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25X1A

MR. [REDACTED] But you can't do that under Civil Service, so that two guys working side by side - one could get it and one not.

MR. FISHER: Yes - and which is bad, and I really feel that once we get our thinking clear on it, there has to be immediate action by Colby - who is a very ethical man and will probably say that if Civil Service isn't doing it, the CIARDS shouldn't do it.

25X1A

MR. [REDACTED] But couldn't we go ahead and approve

25X1A [REDACTED] case and then if it should turn out there are administrative reasons why he should go before December 31st, or if we decide as an Agency that anybody who applied before December will have their request honored--

MR. FISHER: I'm trying not to build up any more categories than we have now. Are there some approved now?

25X1A

MR. [REDACTED] Yes.

25X1A

MR. [REDACTED] There are several that are beyond

December.

25X1A

MR. [REDACTED] I think there are five or six.

25X1A

MR. [REDACTED] I know specifically, because a coworker

25X1A of [REDACTED] who applied after [REDACTED] is already approved, so it bothered me a little bit that we are saying let's hold up on [REDACTED] 25X1A

MR. [REDACTED] Does the directive read that any approved before the end of the year -- 25X1A

MR. FISHER: That any separations which occur after 31 December 1972 will not be honored - regardless of the question of approval. But we've made the pitch that - Look, some of these people have sold their houses and made their plans, etc. And the fact of the matter is that on a lot of these people, particularly those going in January and February, in many cases internal adjustments have

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been made to sort of discount their presence, and in a sense they do become surplus.

25X1A MR. [REDACTED] There are six that have already been approved by the Director and they've been notified that they've been approved.

25X1A MR. [REDACTED] They are all under the CIARDS?

MR. FISHER: Yes, this is CIARDS.

25X1A MR. [REDACTED] How many under Civil Service?

25X1A MR. [REDACTED] Six in each system.
But all of these could go 31 December if they had a mind to.

25X1A MR. [REDACTED] How is the Agency on-duty strength versus ceiling as of now?

MR. FISHER: We are still over ceiling, but it's only December 7th and we have over six months to go, and I'm confident that we will be under ceiling come the end of the fiscal year. As soon as word gets out on the cuts and each of you are asked to absorb your cuts, then I think the recruitment or EOD'ing will slow down even more. And even as it was going, it looked like we would be only 150 or 170 over ceiling.

25X1A MR. [REDACTED] That's counting involuntary retirements as part of it, though.

MR. FISHER: Yes.

Of course it's hard to predict how many we're going to have. I have the feeling we will wind up getting rid of much the same amount but under a surplus procedure. Because you read [REDACTED] Jack, and it says - "I have found these people excess to my manpower requirements and I hereby declare them surplus." I was rather hoping that they wouldn't all be the guys that raise their hands, because really then you're back to exactly what Civil Service says you can't do. The

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whole point of this is to say those who would normally be riffed may stay if those who had an entitlement to stay are willing to go in their stead. And that is really what we are doing with CIARDS. You are saying: "I'm in a surplus situation - I'm going to have to fire somebody, but if you fellows volunteer, then I won't have to fire anybody." Yet within this surplus action we may truly find Finance or Logistics, or some places that are really hurting, are going to have a legitimate surplus. So it's a little complicated--

25X1A

MR. [REDACTED] But if you have a real surplus you can sometimes get rid of those you want to get rid of.

MR. FISHER: One slight advantage is when you do it the way we've been doing it, at least in the area that has been identified anybody is entitled to raise his hand, whereas under the surplus procedure you can pick and choose. Now that doesn't mean you won't get the same complaints. If you agree to Joe - "Okay, if you want to be declared surplus, I will do so" -- and then somebody else will come in and say, "How come you did it for Joe?" And you can say - "Because I considered him excess to my manpower requirements, but I don't consider you excess to my requirements." But that is tough if Joe was a real hot shot, though.

What a time to drop this! Now they're taking this real valuable tool away just as they are clobbering everybody with personnel cuts.

25X1A

MR. [REDACTED] Did we get this just out of the blue?

MR. FISHER: No. As a matter of fact, I read it in the newspaper, and then I asked the Commission if they had any issuance on it. And the issuance we received was dated December 8th but we got it on about the 3rd of December! So they obviously didn't plan to release it but then somebody had leaked it so then they had to accelerate the release. But it was actually dated December 8th.

Not only that, but I was at an IAG meeting with Ernie (Rosen) chairing it and throwing out lots of pearls of wisdom to Directors

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of Personnel, including - "You might as well start doing the contingency planning for the cuts because they are for real" - etc. And he never mentioned this other business. I can only think now that he didn't want to get into the reaction that would have come forward, so he never opened his mouth.

Well, that was a long digression. But it's a real problem for us. Well, I suppose then I can't argue very well that one more person in this situation is going to change the situation very much.

25X1A

MR. [REDACTED] That's right, and I'd like to go ahead and go

25X1A through with this motion, if we could, to put [REDACTED] on the same list

25X1A with [REDACTED] (approved at 26 October meeting), who is in the same category as far as we're concerned - they're both in our category of excess people.

25X1A MR. [REDACTED] is one that can't go any sooner than 17 March 1973. But [REDACTED] can go --

25X1A

25X1A MR. [REDACTED] That is why I think he ought to be on the list along with [REDACTED]

25X1A

25X1A MR. [REDACTED] has his 26 years. [REDACTED] won't 25X1A have 25 years until March. And neither will [REDACTED] a GS-13; and 25X1A

25X1A [REDACTED], a GS-7. They are both on this thing for involuntary

25X1A June 30th. And [REDACTED] can't go until March. [REDACTED] 25X1A

25X1A and [REDACTED] -- they could all go. [REDACTED] couldn't go-- He 25X1A could go voluntary in June or July.

25X1A MR. [REDACTED] What should we do about these things, then?

MR. FISHER: We will be back to you. As I say, I'm trying to get one big step out of the way, and I don't have much hope from the Civil Service Commission but I would like to wait until [REDACTED] talks 25X1A to them.

25X1A MR. [REDACTED] Should we say they are approved by the Board, subject to--

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MR. FISHER: Yes.

25X1A

MR. [REDACTED] Both of these people had submitted their retirement applications before this CSC thing came out.

MR. FISHER: We have people who haven't yet been down to RAD to sign anything but who have gotten very firm commitments from their bosses. [REDACTED] is a good case in point, because Jack Coffey asked him if he could hang on until June and Lew said he didn't want to take any chances of losing that voluntary/involuntary. And he said to me - "What do you think?" And I said - "It looks pretty good to me." So Lew on good faith is staying, and it would be a real blow to him to say, "I'm sorry but now you can't retire."

25X1A

MR. [REDACTED] So he will go now?

MR. FISHER: Prior to 31 December -- he might have to. To make it worse, Lew is Civil Service, and you don't have any flexibility there.

25X1A

MR. [REDACTED] You have to realize in all of these gimmicks, anyway, the DD/S happened to include them, but in the DD/I we base it only on a surplus - on surplus only - not on gimmicks. So that's why when we got under ceiling we said there would be no more. And then Jack King came over--

MR. FISHER: Bob, before we narrowed in on it you would call me on a guy overseas and say - "Can I promise him--" You had it, too. And it was perfectly legitimate, yes. And, in good faith, I told Jack it looked good to me, but I was thinking in terms you will honestly have a surplus and therefore I could see no problem, not expecting for one minute that this privilege would be withdrawn.

25X1A

MR. [REDACTED] Personally I don't like the voluntary/involuntary.

MR. FISHER: I'm sorry the whole thing started.

25X1A

MR. [REDACTED] It's like that period when we let people get under the CIARDS easily.

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MR. FISHER: Now I realize I'm torn on this -- because it has helped us to get down to ceiling -- but it makes people feel that after 25 years they are entitled to retire.

MR. FISHER: Okay, let's move on, then.

25X1A

Mr. [REDACTED] requests removal from CIARDS and reinstatement in the Civil Service Retirement System.

. . . Motion was then passed that Mr. [REDACTED] request be granted . . . 25X1A

MR. FISHER: Mr. [REDACTED] is the next one. 25X1A

This one bothers me for a couple of reasons. The man is obviously arguing on the principle that he thinks people who are subject to continuous TDY duty should be in CIARDS. And I don't think we are ready to buy that -- because, again, I feel there are people all over in Government who do a lot of travelling. On the other hand, he is only 15 days shy. Well, we have never faced up to could we have a 15 day waiver. Also I have checked with [REDACTED] and he says, yes, this man will be on a TDY trip of about 4 weeks in March. 25X1A

25X1A MR. [REDACTED] Where are the 15 days? I have here that 17 months is all that he has.

25X1A MR. [REDACTED] All he needs is 18 months to get in.

MR. FISHER: His is the five year review. And by the end of his career he may very well have his 60 months.

25X1A MR. [REDACTED] This is a review, right?

MR. [REDACTED]: He is appealing to get into the CIARDS.

MR. [REDACTED] He is not in the System now?

MR. FISHER: No.

25X1A MR. [REDACTED]: He got a notice that he was not eligible.

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MR. FISHER: He got a routine turn-down and he is appealing it.

25X1A MR. [REDACTED] Would he be eligible in March to get in?

MR. FISHER: Yes. Now, unfortunately, May was when he really hit his five years.

25X1A MR. [REDACTED]: He wants an answer as to why all this TDY standby time doesn't count.

DR. [REDACTED] Oh, that's out!

25X1A MR. [REDACTED] If he means by that just because he is ready to go overseas-- That can't count! I've got a whole lot of people like that.

MR. FISHER: I have no problem with telling him-- If we agree to put him in because he has 18 months, I'd tell him: You are put in for the 18 months but that TDY standby time is not considered qualifying service. I guess what I'm saying is, how long can we wait for a five year review? Now we have gone about as far as a year on a 15 year review, haven't we?

25X1A MR. [REDACTED] With somebody already in the System. But this man is not yet in the System.

MR. FISHER: You see, if we pass him by now, he's out for another five years.

25X1A MR. [REDACTED] The regulations say if you have 18 months, or you're serving on a tour that will give you the 18 months, or you are under orders to serve - within 90 days to go overseas.

25X1A MR. [REDACTED] Why doesn't [REDACTED] go ahead and cut his orders and show them to you? 25X1A

25X1A DR. [REDACTED] Except that I think the date of his review was in August, I think.

X1A

MR. [REDACTED] But how many people that have the same situation haven't appealed to the Board on something like this?

25X1A MR. [REDACTED] We could go back and tell him to wait

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until March, until he performed the service, and then put him in.

. . . The Board then had a lengthy discussion on this matter and the proposed new Regulation . . .

25X1A MR. FISHER: [REDACTED] is scheduled to go overseas in March, and if that is the case, and going the way that [REDACTED] has been telling me 25X1A we've been going, then you just tell [REDACTED] that he can't get into CIARDS 25X1A now and that when he finishes his tour we can put him in.

25X1A MR. [REDACTED]: I told him that, but he said he was going to put in his request anyway -- and his whole paper was just done on the principle of the thing.

25X1A MR. [REDACTED] And I think that principle ought to be disposed of first - a turn down on that, and then on him individually.

MR. FISHER: In this case I think we all agree that the standby time and the hazards of travelling, and all this, are not qualifying service.

25X1A MR. [REDACTED] Absolutely not!

MR. FISHER: There are many components in this Agency with standby people that are not getting the Headquarters time. He is certainly entitled to that time which he spends enroute, and apparently he will have his time in March, at which time we will reconsider his designation.

25X1A MR. [REDACTED] Right.

MR. [REDACTED]: Right.

MR. [REDACTED] In accordance with established procedure.

DR. [REDACTED] In accordance with common practice.

25X1A . . . Dr. [REDACTED] said he would have to leave to go to another meeting, but that he would be back later . . .

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MR. FISHER: But before you leave, Karl-- Once
again I would like to duck on these last two cases - [REDACTED] and 25X1A
[REDACTED], because I have a feeling we are going to have to hear more 25X1A
about these. And there's no rush on them.

But before you go, Karl, I'd like to take up the case of
[REDACTED] and I'd like to get your input. I tried to call Ed 25X1A
Proctor to say - Do you really mean what you say?

25X1A MR. [REDACTED] Ed knows about the situation. Ed called me in
after my note to him and we talked about it, and after I talked to him he
said okay --

MR. FISHER: Okay.

Let me read this to you. This is a memorandum for the
25X1A record, Subject: [REDACTED], dated 18 October 1966, signed by [REDACTED] 25X1A
[REDACTED] Director of Basic Intelligence. And I won't read the whole
6X1A thing, just the key part. (Reading)

"3. At the time of my discussion with [REDACTED] 25X1A
before he left for his assignment in [REDACTED] I made it 25X1A
perfectly clear to him that he was not a CIA [REDACTED] 25X1C
25X1C [REDACTED] but had resigned his position with us. We
discussed his future but did not go beyond any assignment
after his tour as a [REDACTED] 25X1C

25X1A "4. Without making any commitment of any sort to
[REDACTED] it can be stated here for the record that OBI
would be interested in having him return to a job in the Office
if an appropriate vacancy is available at the time of the
termination of his [REDACTED] duty." 25X1C

It sure seems to come through here loud and clear that
this man left our employ.

25X1A MR. [REDACTED] After I read that I told [REDACTED] to make a 25X1A
memo for the record, because I didn't agree with this because of [REDACTED] 25X1A
25X1A [REDACTED] letter prior to that-- And it's all part of the same program.

The whole trouble with this thing is these people should have been [REDACTED], 25X1C
because it's a common, it's a community program [REDACTED] these 25X1C

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25X1C

25X1A

MR. [REDACTED]: Wasn't [REDACTED] an Agency employee?

25X1A

MR. [REDACTED]: Yes, he is an Agency employee -- he's Chief of

25X1C

it.

MR. FISHER: I'll tell you what bothers me here. Here he's an applicant and he signs as a new applicant for a job here. We sure went through a Mickey Mouse here-- Now he's coming back and we are saying - "We are pleased to inform you we are considering you for a position." And then we shopped his application and we wrote and told him that we were still working on it!

25X1A

MR. [REDACTED]: That was the Office of Personnel saying all that, not us. We had an obligation to take him back.

MR. [REDACTED]: Was he an employee or wasn't he?

25X1A

MR. [REDACTED]: Careerwise he is an Agency employee.

MR. [REDACTED]: Bob, if he had died, on whose rolls would he have been?

25X1C

25X1A

MR. [REDACTED]: As it was handled, it was [REDACTED] But my point is that this wasn't handled right at the very beginning. Read [REDACTED] memo. You have to consider that. That is in the files.

25X1A

MR. FISHER: Oh, no question about it!

[REDACTED] And the program itself.

25X1A

MR. FISHER: Karl, before you leave, what is your gut reaction here?

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25X1A [REDACTED] I'm afraid this is not a real [REDACTED] and 25X1C
therefore-- But I haven't seen all of the record, but just on the face of
it I would say he is [REDACTED] not CIA. 25X1C

25X1A . . . Dr. [REDACTED] withdrew from the meeting at this
point . . .

25X1A [REDACTED] I think the Office of Personnel [REDACTED] 25X1C
[REDACTED] handled the case wrong on the paperwork. 25X1C

25X1A [REDACTED] Not the DD/I?
The DD/I was strongly involved, that's right.

MR. FISHER: But having made the mistake in 1957, why did
they make it again in 1966?

25X1A [REDACTED] I can't answer that. I know what the intent was --

25X1A I know what [REDACTED] tried to do in 1957.

MR. FISHER: [REDACTED] 25X1C

25X1C [REDACTED] -

25X1A [REDACTED] But you were in that business - and DD/I wasn't -
of trying to negotiate these things. When I first came to my present job
they were about nine-tenths of the way through the [REDACTED] case, and that's 25X1A
when I got exercised about it.

MR. FISHER: The action says: resigning to accept other
employment, and his Fitness Report says that he is now resigning and
going to the [REDACTED] 25X1C

25X1A [REDACTED] Did he get a higher salary [REDACTED] or less? 25X1C

25X1A [REDACTED] I think he got the same grade when he went over
there.

MR. FISHER: This man left the Agency twice. Once in 1957
he left, and then came back, and then he left again in 1966, with the letter
that I just read to you, which showed that at least from his Boss' point of view

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we had no commitment to rehire him. And I realize, Bob, that you're saying that is wrong --

25X1A [REDACTED] This is what I was trying to get the record to establish, that we did have an obligation and that's why he came back.

25X1A [REDACTED] Where was this individual evaluated? at

25X1C [REDACTED]
MR. FISHER: Oh no question about it, he worked for the

25X1C [REDACTED]
[REDACTED] It's a common program, a community program 25X1A

25X1C [REDACTED] and CIA is involved in, and both contribute money to it, but CIA

25X1C [REDACTED]

25X1C MR. FISHER: We've also had people leave here and go to work [REDACTED] and I'm concerned about the precedent here, if people went with [REDACTED] furtherance of their career, with the understanding that if they went [REDACTED] they would be coming back.

But the point that Ben makes-- And I'm trying to not be more of a bureaucrat than I have to be, but Ben is right, if this man/died [REDACTED] had

25X1C [REDACTED]

25X1A [REDACTED] There's a Federal law on people with [REDACTED] 25X1C which says we have to take them back.

MR. FISHER: Just certain types.

25X1C [REDACTED]

25X1C [REDACTED] In AID they're taking anyone they can get.

MR. FISHER: We have to take them back but it doesn't mean we have to give them qualifying service for the time they spent overseas

25X1C with the [REDACTED]

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Well, let me read [REDACTED] letter dated 24 October 1957. (Reading) 25X1A

MEMORANDUM FOR: Director of Personnel

SUBJECT: Resignation of [REDACTED]s 25X1A

25X1C [REDACTED]

/S/

[REDACTED]
Assistant Director
Research and Reports

25X1A

25X1A . . . [REDACTED] returned to the meeting at
this point . . .

25X1A [REDACTED] The word "re-employ" there in Dr.
25X1A [REDACTED] memo is an interesting word!

25X1A [REDACTED] But those words were from the Office of
Personnel technicians. Don't pick [REDACTED] words -- he's not used to
Personnel terminology. I was just getting at the intent, in my
pulling that letter out.

25X1A

MR. FISHER: But we also have a law that says qualifying
service must be served in the employ of the CIA.

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25X1A

[REDACTED] memo that would give me a little more trouble. That earlier one.

25X1A [REDACTED] But it's all the same program, whether it's one way or the other --

25X1A

MR. FISHER: But why did [REDACTED] who was his boss, say this?

25X1A

25X1A

[REDACTED] wasn't in the driver's seat. It was

25X1C what [REDACTED] would permit the CIA to do. The ideal would be

25X1C

[REDACTED]
This is why I asked at the time for [REDACTED] to make a memo for the record, 25X1A because I didn't agree with this - because I had found this memo of [REDACTED] 25X1A in the file. It's the same type of program, the same type of assignment.

MR. FISHER: Bob, I'm asking you-- And I know you are trying to sell a case here--

25X1A

[REDACTED] I'm only trying to do what I think may be justifiable--

MR. FISHER: Are you sure the man's intent was the same in 1966 as in 1957?

25X1A

[REDACTED] To come back to this Agency? Yes!

MR. FISHER: There seemed to be a much different finality to his leaving here and coming back in 1966 than there was in 1957.

25X1A

[REDACTED] He was gone for six whole years!

25X1A

[REDACTED] But it was an assignment --

[REDACTED]: The qualifying service, regardless of

25X1C

25X1A

MR. [REDACTED] Of course they were [REDACTED] Yes! [REDACTED]

25X1A

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25X1C

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25X1C

MR. FISHER: But 1966 is not a very long time ago. In 1966

25X1C we were [REDACTED] people like mad. What makes this one so different in the approach --

25X1A MR. [REDACTED] If it had come up today I would have come down to you and explained the whole thing and, before it happened, asked which is the right way of doing it.

25X1A [REDACTED] Do you know if he was put in the [REDACTED] 25X1C

25X1C

25X1A [REDACTED] I don't know. He was a [REDACTED] 25X1C

MR. FISHER: Maybe this isn't completely fair but let's say that somebody left here and said - "If I take a job in New York City for the next couple of years I can learn a lot about urban problems which would be very helpful to me when I come back" -- And the guy said he would resign but he'd like somebody here to say - "We will take you back when you finish there--" Is there any question in your mind whether or not that would be considered qualifying service for retirement?

25X1A [REDACTED] No question in my mind at all.

MR. FISHER: Well, it's not -- even though we agreed we might bring him back and it might help the Government, I don't think we can ever consider it Government service.

25X1A [REDACTED] I'm basing it on the fact the program is one that this Agency contributes money to --

25X1A [REDACTED] But was this guy on a reimbursable detail?
[REDACTED] No, nothing like that. It's [REDACTED] fund -- 25X1A
money is contributed into it and [REDACTED] spends it out on this program. 25X1A

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